

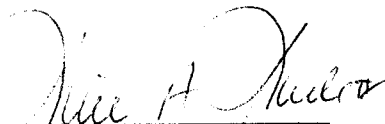
## **CHARTER**


### **CALIFORNIA NATIONAL GUARD HUMAN RESOURCES COMMITTEE**


1. Name: The committee shall be known as the California National Guard Human Resources Committee (HRC).
2. Purpose:
  - a. The HRC will mutually develop procedures and criteria to facilitate effective equal opportunity programs within the California National Guard. It will collectively review, develop, promote, educate and recommend techniques, standards, and regulations to eliminate or correct adverse equal opportunity conditions. In addition, the HRC will solicit ideas, encourage and promote closer working relationships among Equal Opportunity professionals, and California Army and Air commanders, as well as recognized federal labor organizations within the state.
  - b. The HRC will promote coordination, cooperation and sharing of resources, published programs, and expertise between HRC members and senior leaders.
  - c. The HRC will review information and data on equal opportunity issues such as unequal treatment or sexual harassment and provide recommendations for appropriate resolution to Senior Army and Air commanders.
3. Membership:
  - a. The Assistant Adjutant General will serve as the Human Relations Committee Chair (HRCC) and the Human Relations/Equal Opportunity Officer (HR/EO) will function as the HRC Executive Officer. The Equal Opportunity Office (EOO) will provide administrative support to the council (i.e. staff liaison) for meetings, programs, and related events.
  - b. The HRC Members shall include the State Senior Enlisted Advisor; Chief of Staff, Army; Command Sergeant Major (CSM), Army; Chief of Staff, Air; Command Chief Master Sergeant (CCMS), Air; Command Sergeant Major, JFHQ; J-1; Executive Support Staff Officer, Air; Commander, Accessions Task Force; State Inspector General (IG); State Judge Advocate (JAG); State Chaplain; State Equal Opportunity Manager (SEEM); All Brigade Level Equal Opportunity Advisors (EOAs), All Wing level Chief Equal Opportunity Advisors (MEOs) and Selected Representatives at Large.
  - c. The HRCC shall designate standing and special subcommittees, their chairs and members, and recommend non-HRC personnel to serve on subcommittees; approve recommendations to replace subcommittee vacancies; annually validate all standing subcommittees, and dissolve special subcommittees upon completion of their function.

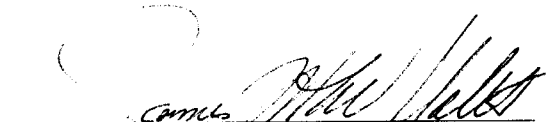
4. Meetings:
- a. The HRC will meet at a minimum twice per year.
  - b. Special meetings may be called by the HRCC or HRC Executive Officer as necessary. Subcommittee chairs will call for their subcommittee meetings as needed.
5. Reports: The minutes of the previous HRC meeting and agenda for the upcoming meetings shall be distributed by the HRC Executive Officer one month prior to the next HRC meeting. The agenda will include oral reports from standing subcommittees, and written reports from special subcommittees submitted to the HRCC prior the meeting.
6. Amendments: Requested changes to this charter may be proposed at any regular meeting by a majority vote, approval by the HRCC and ratification by the Adjutant General.

Approved:

  
WILLIAM H. WADE II  
Major General  
The Adjutant General

  
MARY J. RIGHT  
Brigadier General  
Assistant Adjutant General

  
LAWRENCE D. COOPER  
COL, GS, CA ARNG  
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JAMES-MICHAEL F. YATES  
LTC, GS, CA ARNG/  
HR/EO